

Federal Salary Deficit in Non-Foreign Areas
AGGREGATE BAY PAY ESTIMATOR FOR HAWAII

1	3	4	5	6	7	8
Year	GS Raise	LP Raise	Equal Pay Gap	GS Pay	Equal Pay Withheld	Equal Pay Withheld
		average		gross \$ received	incremental \$	cumulative \$
1990	3.60%	0.00%	0.00%	720,155,988	-	
1991	4.10%	0.00%	0.00%	730,308,992	-	-
1992	4.20%	0.00%	0.00%	767,789,848	-	-
1993	3.70%	0.00%	0.00%	793,490,715	-	-
1994	0.00%	3.95%	3.95%	792,304,810	37,555,248	37,555,248
1995	2.00%	0.60%	4.55%	798,656,787	43,606,661	81,161,909
1996	2.00%	0.40%	4.95%	820,751,828	48,752,659	129,914,567
1997	2.30%	0.70%	5.65%	831,991,664	56,409,035	186,323,602
1998	2.30%	0.50%	6.15%	791,815,380	58,435,975	244,759,577
1999	3.10%	0.50%	6.65%	816,077,605	65,122,993	309,882,570
2000	3.80%	1.00%	7.65%	848,758,620	77,916,041	387,798,611
2001	2.70%	1.00%	8.65%	893,904,635	92,787,301	480,585,912
2002	3.60%	1.00%	9.65%	963,801,718	111,608,239	592,194,151
2003	3.10%	1.00%	10.65%	1,011,726,576	129,298,656	721,492,808
2004	2.70%	1.40%	12.05%	1,137,525,848	164,486,238	885,979,045
2005	2.50%	1.00%	13.05%	1,170,198,596	183,253,100	1,069,232,145
2006	2.10%	1.00%	14.05%	1,215,238,150	204,889,152	1,274,121,298
2007	1.70%	0.50%	14.55%	1,228,621,496	214,517,313	1,488,638,611
2008	2.50%	1.00%	15.55%	1,322,626,494	246,802,104	1,735,440,715
2009	2.90%	1.00%	16.55%	1,438,594,817	285,704,931	2,021,145,645
2010	1.50%	0.50%	17.05%	1,531,868,730	313,420,342	2,334,565,987
2011	0.00%	0.00%	17.05%	1,566,491,588	320,504,179	2,655,070,166
2012	0.00%	0.00%	17.05%	1,566,964,362	320,600,908	2,975,671,075
2013	0.00%	0.00%	17.05%	1,512,447,337	309,446,725	3,285,117,800
2014	1.00%	0.00%	17.05%	1,527,877,800	312,603,798	3,597,721,598
2015	1.00%	0.00%	17.05%	1,408,362,910	288,151,051	3,885,872,649
2016	1.00%	0.30%	17.35%	1,449,942,880	301,878,108	4,187,750,757
2017	1.00%	1.10%	18.45%	1,471,703,691	325,835,197	4,513,585,954
2018	1.40%	0.50%	18.95%	1,480,954,131	336,768,969	4,850,354,923
2019	1.40%	0.50%	19.45%	1,501,683,398	350,492,905	5,200,847,828
						Total Without Interest*

* maximum back pay; subject to compromise pursuant to settlement administration agreement; agreement will provide salary protection going forward

column notes

1. calendar year
3. as of Jan. 1; percent change in GS levels (or other scheduled levels) from previous year; received by all employees
4. as of Jan. 1; additional percent (of GS or equivalent pay) for locality pay increases beginning 1994; locality pay not received by non-foreign area employees until 2010; increases cancelled out by COLA reductions from 2010 onward
5. as of Dec. 31; col. 4 + previous year's col. 5; percentage by which salaries in contiguous states and DC had increased by more than salaries in non-foreign areas beginning 1994
6. as of Dec. 31; estimated gross amount, before deductions, of General Schedule pay (or other scheduled pay) received by federal employees working in Hawaii
7. as of Dec. 31; col. 5 x col. 6 x 1.2; back pay due for that year to maintain parity in accumulated pay raises; assumes average COLA rate of 20%
8. as of Dec. 31; col. 7 + previous year's col. 8; total back pay (without interest) due for accumulated disparities in annual pay raises